

# Comparisons of Job Characteristics

**Focus Occupation: First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand (53-1021)**

**Associated Occupation: First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators (53-1031)**

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 93

**Focus Occupation: First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand (53-1021)**  
**Associated Occupation: First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators (53-1031)**

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Customer and Personal Service	11.3	17.9	14.0	<< Extensive education and/or training may be required
Transportation	4.6	15.9	11.4	<< Extensive education and/or training may be required
Administration and Management	8.4	15.3	13.8	< Expanded education and/or training may be required
Production and Processing	6.0	14.4	12.7	< Expanded education and/or training may be required
Personnel and Human Resources	5.6	12.1	9.9	< Expanded education and/or training may be required
Public Safety and Security	6.9	12.0	8.6	<< Extensive education and/or training may be required
Economics and Accounting	4.4	9.0	4.7	<< Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 97

**Focus Occupation: First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand (53-1021)**  
**Associated Occupation: First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators (53-1031)**

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
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Management of Personnel Resources	6.9	13.3	11.8	<	A higher skill level may be required
Time Management	8.9	12.5	10.3	<	A higher skill level may be required
Negotiation	6.8	10.6	9.9	0	Current skill level may be sufficient
Persuasion	7.4	10.5	10.1	0	Current skill level may be sufficient
Management of Material Resources	3.7	7.7	6.6	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 96

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Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Oral Expression	12.4	14.0	13.7	0 Current ability level may be sufficient
Oral Comprehension	12.5	13.7	13.3	0 Current ability level may be sufficient
Written Expression	9.8	11.6	11.2	0 Current ability level may be sufficient
Information Ordering	9.9	10.7	11.4	0 Current ability level may be sufficient
Depth Perception	5.3	7.4	4.6	<< Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 92

**Focus Occupation: First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand (53-1021)**  
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Work Activities	Exclusivity of Activity
Assign work to staff or employees	30
Conduct or attend staff meetings	47
Demonstrate or explain assembly or use of equipment	61
Direct and coordinate activities of workers or staff	3
Establish employee performance standards	69
Inspect machinery or equipment to determine adjustments or repairs needed	42
Maintain file of job openings	82
Maintain inventory of office equipment or furniture	82
Maintain job descriptions	78
Maintain production or work records	19
Maintain records, reports, or files	5

Monitor worker performance	57
Orient new employees	59
Oversee work progress to verify safety or conformance to standards	49
Prepare or maintain employee records	69
Prepare reports	8
Requisition stock, materials, supplies or equipment	54
Review schedules to obtain cargo loading information	92
Schedule activities, classes, or events	71
Schedule employee work hours	60

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 68

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Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Industrial trucks	10
Information exchange software	1
Lifting equipment and accessories	3
Network applications software	1
Personal communication devices	2
Power tools	2

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.